

PEOPLE POWER

THE OFFICIAL MONTHLY ORGAN OF NEWARK, NEW JERSEY'S EMPLOYMENT AND TRAINING SYSTEM

This perennial Holiday Season is a time, in addition to various religious worshippings, that is most reserved for people coming together in a family gathering. Often times it is the only period in the year when we take the time to truly reach out through letters, cards, calls and personal visits to reaffirm the commonalities which bind us together into the family of man. It is the bond of commonality that is represented in our Christmas Tree on this month's cover of People Power. The names in our motif represent all of the departments of government (Bold Type) and community based organizations (Light Type) that work vigorously to provide a multiplicity of services for the Newark Community. Together they comprise Newark's CETA Family and on behalf of our family members and the Mayor's Office of Employment and Training we wish all of you a very enjoyable Holiday Season and a Happy New Year.



- UNITED COUNTIES
- GENERAL SERVICES
- CITY WITHOUT WALLS
- MOTORS ● PROJECT GO
- UNITED STATES CUSTOMS
- PERSONNEL DEPARTMENT
- VINDICATE SOCIETY ● F.O.C.U.S.
- BESSIE GREEN COMMUNITY FUND
- VENTURES ● AMERICAN RED CROSS
- OFFICE OF ELDERLY AFFAIRS
- AMERICAN CIVIL LIBERTIES UNION
- THE CHAD SCHOOL ● TAXI DIVISION
- DIVISION OF NARCOTICS & DRUG ABUSE
- LA CASA DE DON PEDRO ● GIRL'S CENTER
- NEWARK COMMUNITY CENTER FOR THE ARTS
- KIDS CORPORATION ● BABYLAND NURSERY INC.
- MAYOR'S POLICY DEVELOPMENT OFFICE (MPDO)
- INTERRACIAL COUNCIL OF BUSINESS OPPORTUNITIES
- IRONBOUND EDUCATIONAL & CULTURAL CENTER
- YOUTH CONSULTATION SERVICE ● RENT CONTROL
- MINORITY CONTRACTORS & CRAFT TRADE ASSOCIATION
- C.U.R.A. (COMMUNITY UNITED REHABILITATION OF ADDICTS)
- INTERNAL REVENUE SERVICE ● IRONBOUND COMMUNITY CORP
- OFFICE OF ADMINISTRATION (PSEP) ● WELFARE DEPARTMENT
- GREATER NEWARK CHAMBER OF COMMERCE ● JOINT CONNECTION
- YMWCA (HISPANIC YOUTH) ● COUNCIL FOR AIRPORT OPPORTUNITIES
- COMMUNITY LEAGUE EDUCATIONAL & ACTION FUND ● INTEGRITY YOUTH ●
- ALCOHOLIC BEVERAGE CONTROL ● BLACK HERITAGE COMMITTEE
- BESSIE SMITH DAY CARE ● BETTER BUSINESS BUREAU ● NEW WELL INC
- ELIZABETH AVENUE COMMUNITY CENTER ● BESSIE SMITH HEALTH CENTER
- URBAN COALITION ● RESIDENTS FOR COMMUNITY ACTION ● SYMPHONY HALL
- PROTESTANT COMMUNITY CENTER ● NEWARK INSTITUTE OF URBAN PROGRESS
- HOUSE OF INSIGHT ● EMANUEL SENIOR CITIZENS ● NEWARK PARKING AUTHORITY
- YMWCA (YOUNG MEN & WOMEN'S CHRISTIAN ORGANIZATION) ● SECOND CHANCE, INC.
- NEWARK JUNIOR MUSEUM ● SAINT BARNABAS CHURCH ● NEWARK DAY CARE COUNCIL
- NEW JERSEY COLLEGE OF MEDICINE AND DENTISTRY ● GARDEN STATE BALLET FOUNDATION ●
- GENERAL SERVICE ADMINISTRATION ● COMMUNITY INFORMATION & REFERRAL SERVICE
- UNITED COMMUNITY CENTER INDUSTRIAL HALL ● NEW HOPE DEVELOPMENT CORPORATION
- NEWARK SERVICES FORCE ● NEWARK SENIOR CITIZEN COMMISSION ● INVENTORY CONTROL
- NEWARK HOUSING DEVELOPMENT & REHABILITATION CORP. ● IRONBOUND SENIOR CITIZENS
- SOUTH WARD EDUCATIONAL & CULTURAL CENTER ● UNIFIED VAILSBURG SERVICES ORGANIZATION
- COUNSELING UNIT (PSEP) ● IRONBOUND BOYS & GIRLS CLUB ● ASSESSMENT OFFICE OF CITY HALL
- NORTH WARD EDUCATIONAL & CULTURAL CENTER ● NEW JERSEY MEDICAL COMMUNITY MENTAL HEALTH
- NEW JERSEY TRAINING EMPLOYMENT SERVICE ● HEALTH & WELFARE ● PUERTO RICAN LEGAL COMMISSION
- URBAN LEAGUE OF ESSEX COUNTY ● ESSEX COMMUNITY OF BLACK CHURCHMAN ● URBAN YOUTH FOUNDATION ●
- ENGINEERING DEPARTMENT ● NEW JERSEY STATE OPERA ● CLEAN CITY PROGRAM ● LOCAL 617 AFL CIO
- ROSELVILLE COALITION NUTRITION CENTER ● UNITED AFRO AMERICAN ASSOCIATION ● OPERATION IRONBOUND
- COMPREHENSIVE TRAINING & DELIVERY SYSTEMS (CTDS) ● NATIONAL CONFERENCE OF CHRISTIANS & JEWS
- NEWARK PRESERVATION & LANDMARK COMMITTEE ● ESSEX COUNTY DAY CARE CENTER ● VICTIM SERVICE CENTER
- BOY'S CLUB OF NEWARK ● FRIENDLY FULD NEIGHBORHOOD CENTER ● NEW COMMUNITY CORPORATION ● PSEP FISCAL
- MONITORING INFORMATION SYSTEM (MIS) ● SAINT BENEDICT'S PREPARATORY SCHOOL ● DEANERY EMPLOYMENT BANK
- CATHOLIC COMMUNITY SERVICE ● SOCIAL SERVICE HOUSING (NWK HOUSING AUTH) ● LOCAL DEVELOPMENT CORPORATION
- LAW DEPARTMENT ● RUTGERS UNIVERSITY (NEWARK CAMPUS) ● LATIN AMERICAN CULTURAL COUNCIL ● FIRE DEPARTMENT
- PUERTO RICAN VETERAN ASSOCIATION ● ASSISTANT BUSINESS ADMINISTRATORS OFFICE ● CHILDREN'S PRE SCHOOL TRAINING ●
- R.S.V.P. ● FRIENDLY FULD DAY CARE CENTER ● AMERICAN FRIENDS SERVICE COMM ● WORK EXPERIENCE FOR YOUTH (WEFY)
- TRI-CITY CITIZEN'S UNION ● MAYOR'S OFFICE OF EMPLOYMENT & TRAINING (MOET) ● NEWARK BETH ISRAEL MEDICAL CENTER
- SOUTH NEWARK COMMUNITY HEALTH ● DREAMLAND SENIOR CITIZEN CENTER ● BOY'S CLUB (SOUTH WARD) ● CENTRAL PLANNING
- NEWARK SCHOOL ● REVENUE COLLECTION/TAX COLLECTION ● SOUTH WARD AMBULANCE SQUAD ● PAYROLL DEPARTMENT (PSEP)
- NEW HOPE VILLAGE DAY CARE CENTER ● NEWARK SENIOR CITIZENS CENTER ● RECREATION & PARKS ● COURT TOWER SENIOR CITIZENS
- MUNICIPAL MOTORPOOL ● MONITORING UNIT (PSEP) ● NEWARK TRANSPORTATION COUNCIL ● PARK & GROUNDS ● PUBLIC PROPERTY
- THE BUSINESS ADMINISTRATOR'S OFFICE ● NEWARK TENANTS COUNCIL ● CONTRACT ADMINISTRATION ● SECURITY DEPARTMENT (PSEP)
- OFFICE OF CRIMINAL JUSTICE PLANNING ● COMMUNITY ORGANIZATION (MPDO) ● PEOPLE POWER, CETA ORGAN (MOET) ● PRINT SHOP (PSEP)
- UNITED COMMUNITY CORPORATION ● CENTRAL PURCHASING (MAILING) ● SAINT VINCENT ACADEMY ● PAYROLL DEPARTMENT (PSEP) ● LEAGUERS ●
- NORTH JERSEY COMMUNITY UNION ● SAINT COLUMBUS CHURCH ● NEWARK BOARD OF EDUCATION ● OUR LADY OF PERPETUAL HELP CHURCH
- NHA (PAINTER'S APPRENTICE PROGRAM) ● DAYTON COMMUNITY HEALTH CENTER ● PUBLIC DEFENDER'S OFFICE ● FAMILIAS UNIDAS DEL NORTE
- IRONBOUND COMMUNITY SCHOOL ● NEWARK PUBLIC LIBRARY ● METROPOLITAN ECUMENICAL MINISTRY ● NEWARK PUBLIC INFORMATION OFFICE
- UNITED HOSPITAL ● ON THE JOB TRAINING (OJT) ● CATHOLIC YOUTH ORGANIZATION ● POLICE EMERGENCY BUREAU ● DIVISION OF VOCATIONAL REHAB
- SANITATION DEPARTMENT ● IMMACULATE HEART OF MARY CHURCH ● COMPTROLLER'S OFFICE ● SAINT MICHAEL'S MEDICAL CENTER ● HEALTH DIVISION
- THE LEAGUERS ● NHA (SECURITY DIVISION) ● EAST WARD COMMUNITY CENTER ● CHILD CARE NETWORK ● IRONBOUND BOYS & GIRLS CLUB ● DEMOLITION
- REFERRAL UNIT (PSEP) ● ESSEX COUNTY COLLEGE ● RELOCATION OFFICE ● TRI-CITY DAY CARE CENTER ● STREETS & SIDEWALKS ● PUERTO RICAN DAY PARADE
- ALCON INTEGRITY HOUSE ● INSPECTIONS ● NEWARK SERVICE FORCE ● RODENT CONTROL ● EMANUEL SENIOR CITIZENS ● CONSUMER ACTION ● SAINT ROSA LIMA
- WATER UTILITY ● SAINT BRIDGES DAY CARE ● TRAFFIC & SIGNALS ● SAINT JAMES AME TOWERS ● CLERICAL UNIT (PSEP) ● NEWARK LEGAL SERVICE ● HUMAN RIGHTS
- GOOD COUNSEL CHURCH ● INTAKE UNIT (PSEP) ● MOUNT CARMEL GUILD ● ROSELVILLE COALITION ● MUNICIPAL COURTS ● SEWER UTILITY ● ESSEX COUNTY WELFARE

MOET

The Challenge of Christmas

The annual yule tide "season to be jolly" is once again upon us as Christians the world over prepare to celebrate the birth of Jesus Christ... and never have so many people so badly needed something positive to celebrate.

Economic concerns aside (if one may be allowed such a gross imagining) it is clear that in America, in particular, far too much of the spiritual symbolism of Christ's birth has gone out of the Christmas holidays. This has, in many cases, been a deliberate process because we have become over-secularized. Our concentration upon the bare essentials of survival in a world careening toward a plas-

ticized, syntheticized 21st century dulls the edges of our spiritual nature the way a file can dull the sharpest razor blade; to irreparable ruination... except it can always be pointed out that we are human beings, not razor blades, and we are, therefore, able to be repaired by something as intangible as an act of our wills.

As each Christmas comes and goes more people seem left with an inexplicable bitter taste in their mouths because the gifts they've sacrificed to buy for friends and loved-ones turn out to be more expensive but less meaningful than anticipated. I happen to believe that the bitterness is a distortion of our own making, for what we may really feel could be the

miasma of our collective societal sadness. We are doing everything more and enjoying it less so everything becomes devalued, including the epitome of our humanity: the ability to commit a conscious act of human kindness.

Politicians, as well as leaders in every other sphere, have an obligation to give meaning to the lives of the people they would lead. To serve the people is the message of humility that Christ brought to us, how can any leader dare do less? Of course we know some not only do less, they care less and less about giving because of their confusion concerning a life-game where the great emphasis seems to be upon taking.

This Christmas season, the people of America's cities are facing dire straits, not so much of their making as of their capitulation to the enigmatic forces that raises secular edifices

upon spiritual terrain. But this is not a new issue. The Bible and all history books are rife with examples of human triumph and defeats... and the reasons for them.

The question for this and any season is what it has always been for us—not do we know what is the right thing to do, but rather do we have the will to do the right thing. Obviously we had better stir the will-to-love in order to off-set what has been an inordinant concern with the will-to-power. Christmas this year will be a time of reflection for me, a time to consider or to re-consider, as the case may be, the importance of the challenge to love one another that faces Newarkers in particular and Americans in general.

Therefore, I take this time to wish all of you, in the purest of spirit, a very Merry Christmas and a Happy New Year.

THE VIEW FROM OUTSIDE

Eugene Goldston is a former writer for People Power who now works in M.O.E.T.'s Personnel Department

Those of us who are dedicated to the alleviation of the oppressively high unemployment rate are not impressed by Economists' sophisticated excuses for the nation's present recessionary state. Items such as the population explosion, the receding growth rate, the exorbitant prime lending rate and the appallingly high cost of living are effects of poor management rather than reasons for our country's economic decline. A long, hard look at practices, past and pres-

ent, is in order. Let's review one of them.

The A.W. Phillips' Curve, a theory expounded by a famous economist of that name and which holds that full employment is conducive to inflation, was considered sacrosanct in top economic circles for the better part of two decades. Mr. Phillips' ideas are so respected that this principle is still taught in colleges and universities throughout the world, and continues to be the motivating factor surrounding many policy decisions by legislators. As the value of the dollar began

to sink rapidly and to an unprecedented low, lawmakers started to reconsider the merits of adhering to a premise that, over a considerable span of time, did not prove viable. The many years of encouraging low employment to combat inflation may have created a recessionary juggernaut of such size and momentum that the braking process may require as long a period as did the entrenchment of the tenet that gave it impetus.

An immediate, concentrated effort toward achieving full employment is necessary to reverse the thrust toward deepening decadence and to begin the renaissance that will bring our country to the thriving, progressive, humanistic society it was meant to be.



The complete abandonment of the Phillips' Curve principle would remove the first and most formidable barrier to America's economic revival.



Allen H. Stoecker, NPIC Board Chairman congratulated each student as NPIC Director Josephine Janifer called out the roster.

Newark Private Industry Council Graduates Its First Training Class

It is a season to be jolly for the twelve women who recently graduated on October 31, 1980, from the first completed training program sponsored by the Newark Private Industry Council.

The CETA Title VII training program was a 12-week secretarial course conducted by the Prudential Insurance Company of America at its corporate headquarters in central Newark.

Lawrence Hayes, a certified business teacher hired by the NPIC, provided the instruction that covered typing, filing, office procedures and protocol, telephone communications and preparation for job interviews.

Congratulations are in order for Roma Brison, Rosa Burke, Denise Cooper, Judith Hancock, Jacklyn Harris, Callie Johnson, Myra Ledesma, Sharon Lloyd, Nancy Parker, Kim Simmons, Loretta Upshaw, and Laurie Whindleton.

Among the people present at the ceremony were NPIC Chairman, Allen Stoecker, Vice President, Mutual Benefit Life Insurance Company; Harry L. Wheeler, Director, Mayor's Office of Employment and Training and Josephine B. Janifer, Director, NPIC.

Mrs. Janifer noted that, "this is only the beginning of our training endeavors. We have a few other programs that are currently underway. There are trainees in machine shop work at the Walter Kidde Corporation in Belleville and the N.J. Tooling and Machine Institute in West Orange, plus a Clerical Skills Training Program for the handicapped at Goodwill Industries of N.J."

"Currently on the drawing board are plans for sheetmetal precision worker training to be conducted at International Telephone & Telegraph (ITT) and we are nearing consummation of a contract with a firm to provide training for cable television installers/lines erectors," she added.

URBAN COMMUNICATIONS ASSOCIATION OF NEW JERSEY: PREPARING URBAN YOUTH TO MAKE THEIR MARK

The Urban Communications Association of New Jersey located at 188 Irvine Turner Blvd. provides youth, aged 16 to 21 with sign painting training as well as high school equivalency diploma readiness.

For the 32 youngsters attending Urban Communications, instruction begins at 9:00 a.m. each morning and ends at 3:00 p.m. The program atmosphere is designed to ready the students for employability, therefore, the students punch in and out as in a regular job situation.

Urban Communications is a private non-profit corporation subcontracted by the Mayor's Office of Employment and Training (MOET) to provide their services to CETA participants. Under CETA's Youth Employment & Training Program (YETP), Title II-B, participants receive \$3.10 per hour, six hours per day, five days per week during the ten-month program (June 31st to March 31st).

The program, divided into several components, gives the participants not only technical training, but also academic training, self-awareness counseling sessions, individual counseling sessions and career development sessions.

All student participants are high school dropouts. Initially each student is assessed by the faculty through the use of diagnostic evaluation tests to ascertain the type of study and assistance the student needs.

Technical instruction in sign painting begins the mornings at Urban Communications. Students are guided by experienced instructors from the very basics in sign painting to a level where commercial signs can be created.

During technical instruction students are grouped according to their stage of advancement. When People Power visited the center some were practicing various strokes (which are the elementary basics that sign creators must learn), while others worked on stencils, a more advanced procedure that, briefly, involves preparing standard letter forms for rapid



Reginald Harris, Director, Urban Communications Association.

reproduction of signs.
KNOWING AND FEELING GOOD ABOUT ONE'S SELF IS AN ASSET

Mr. Reginald Harris, Program Director, related the extreme importance of counseling for the students in a self-awareness capacity.

"We place a strong emphasis on discipline here—which we refer to as counseling," Harris stated. "Out in the real world a young person must deal with keeping and holding a job. In order to do this he or she must learn to get to work on time, complete the job, abide by the rules and regulations of the company and punch in and out, if that is required."

Harris went on to explain: "We give students an exercise where they fold a piece of paper in two. They are then asked to write down their positive traits or aspects on one side, and their negative points on the other. Usually the case is that on their weak or negative side there are only a few listed, while on the positive—they write clear down the page."

Harris said that in the course of conversing with the students many positive points are really negative ones, but the individual is not really aware of this, and one important job is to try to make the student realize his or her problem.

In the group sessions students are enlightened by peers as to how others see them as opposed to how they see or believe themselves to be. "Many

times a young man may think he is hip or cool. However, out of the group sessions comes the fact that he is perhaps thought to be immature or 'corny' by many of the young ladies. At first he shrugs it off, but with enough feedback he begins to look further into his own identity," explained Harris.

Personnel Coordinator Donald Hogan explained that the majority of students at the center do not have a conceptual role model, therefore they (the staff) must stress the importance of obtaining an employable skill.

"I teach a course called 'The History of Work,' and in this course I give the students a picture of the power behind the 'work ethic' in this country throughout its history. I strongly relate to my students the fact that 'your worth to this system lies in the suc-

cessful obtainment of employment.' Many of the youth come here believing that they don't have to work, be dependable, or need a skill; they see this in their everyday life, but this is a negative aspect, not a positive one—we are about positive thinking here, and we try hard to pass this along to our participants," Hogan remarked.

As personnel coordinator Hogan's job extends to the outside business area. He journeys to various unsubsidized employers and attempts to sell his students and program to prospective employers. "When I go out I am equipped with the positive aspects of our young people and why an employer would benefit by taking on our students in entry level positions," Hogan stated.

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UCA staff member, Alonzo Bankston, gives Marie McLean pointers on her lettering.

a special thought from us to you for this Xmas season and all those to follow.



*I may do my thing
and you may do your thing
But we are in this world
to live up to each other's
humane expectation,
or life becomes chaos.
Truth, wisdom, justice, peace
and love
depends more upon our unity
than our differences
Then, if we find each other,
it won't be by mere chance
but by thoughtful choice.
Together we define what is beautiful
and, more important,
what is real.*

Nathan C. Hard



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NEW JERSEY TOOLING AND MACHINING INSTITUTE: PROVIDES CETA PARTICIPANTS WITH A VALUABLE VOCATION



Byron Dorsey of Newark receives instructions from George Echols while performing a turning and shouldering operation.

At a time when urban inner-city dwellers are experiencing a high unemployment rate throughout the country, the New Jersey Tooling and Machining Institute (TMI) offers a training program that affords acceptable applicants passage into a highly lucrative job market.

A non-profit institution for the machining trade, TMI is sponsored by the New Jersey Tooling and Machining Association, the National Tooling and Machining Association and the U.S. Department of Labor.

The Institute was founded in 1972 in conjunction with and under the jurisdiction of the National Tooling and Machining Association. As NJTMA's official training arm, TMI's major function is to maintain an adequate amount of apprentice candidates via pre-apprentice training programs.

Located at 555 Valley Road, West Orange, N.J., the program accommodates individuals residing in the greater West Orange area who meet CETA eligibility guidelines.

Mr. Salvatore Emanuele, TMI Administrator explained that over the years individuals sponsored by the Mayor's Office of Employment and Training's (MOET) Newark CETA office have comprised a variety of ethnic groups—female as well as male.

Emanuele confided that: "The people we get through Newark CETA have proven to be highly successful in the training program, and in obtaining employment after the 16 week course is over."

He went on to add that the comment was not patronizing, but that it was a fact. "Out of our first graduating class, the number one student came from Newark's CETA program. We are very proud of the fact that he is presently at Westinghouse in Bloomfield employed in the capacity of an Apprentice Toolmaker," Emanuele stated.

This year's graduating class (December '80) consists of 31 individuals. Ten are Newark CETA participants. Five are in slots funded

under CETA Title II-B; the other five participants were placed by Newark's Private Industry Council (NPIC), the CETA Title VII agency is subcontracted by the city of Newark to provide training for disadvantaged individuals and placement in private industry.

TMI's training hours are 9:00 a.m. to 3:30 p.m. and students receive a half hour for lunch. All CETA enrollees receive a stipend of \$9.10 per hour, six hours per day, five days per week.

ENROLLEES RECEIVE BASIC ON-THE-JOB TRAINING AS WELL AS ACADEMICS

The 16 week program affords students academic training essential to placement in industry, as well as on-the-job instruction and application. A passing grade of 70 percent is required in all phases of course work. All persons completing TMI's pre-apprenticeship program are presented with a certificate.

Requirements for graduation are 20 credits (320) of machine practice; students under the guidance of in-



Thomas Anderson, Newark CETA participant making a "T" slot or nut.

structors actually work on tooling machines, Machine Theory/classroom instruction equals an amount of 6 credits (96 hours). This course provides information on shop safety, machine familiarization, preparation for machining, various tools and their proper use in a job situation. Five credits of Blueprint reading (80 hours) which includes: exercises in Visualization and Orthographics, Section Views, Thread Specifications and Print Layout and Reading. Four credits of Math (64 hours) are required, which covers fractions to trigonometry plus a thorough working knowledge of measuring instruments.

The program's format also includes resume writing, letter writing and filling out of employment applications.

Emanuele explained that students are given role-playing sessions. In these sessions students are given the chance to interact as a prospective employee and vice-versa as an interviewer. "This of course, enables our students a chance to pre-test their ability to deal successfully with a job interview," Emanuele said.

Approximately four to six weeks before the end of the program, TMI students receive job-placement orientation. At this time a N.J. State Employment Service representative comes to the Institute and holds individual interviews with each student, to assess their skills and ascertain in what type apprenticeship job a person would best fit.

TMI is not doing out a training course to students who later will come to find out that their skills have no market. The majority of students do obtain employment in the tooling and machining area. Approximately 98 per cent of the Institute's students have jobs waiting for them when they graduate. And, most important of all, the retention rate of employment by TMI graduates is 78 per cent. Emanuele is also proud of the fact that once employment is secured for graduates, most remain employed in the tool and machining trade.

Pamphlets available at TMI express the strong demand for individuals with pre-apprenticeship training in the area of tooling and machining. The literature describes persons in the tool and die making industry as "aristocrats of the skilled craftsmen trade."

It was explained that without this craft everyday convenience appliances would be non-existent. There would be no autos, planes, office equipment, computers or space rockets.

In recent data received from the U.S. Bureau of Labor Statistics entitled the "Occupational Outlook Quarterly", 26 occupations were ranked on the basis of net life earnings. Tool Makers, Die Makers and Setters were listed as number seven. The data also expressed the fact that the professions' job security was very high.

This year's TMI December graduates will truly receive a valuable Christmas gift—a prospective career as a highly respected craftsman in the tool and die industry.

For further information on the TMI training program phone: (201) 731-9300



CETA WORKER FEELS COMPETENT ABOUT OBTAINING EMPLOYMENT

Dennis Palmer expressed his satisfaction with the N.J. Tooling and Machining training program. He compared the program to his experience with others that did not ready him as well for feasible employment.

"What I have learned here, and the preparation I have received to become a tool and die machine apprentice, far exceeds what I have learned in previous training programs. Palmer attended a training program at RCA in Harrison and a Manpower training program approximately ten years ago, and he makes no bones about the fact that after all this time he sincerely believes that this program will help him "make it."

ABOUT THIS HOLIDAY SEASON



Since this is the time for joyous festivities among people of varying religious and ethnic background, we thought it would be of interest to our public to know a brief summary of the origins or meanings of three Holiday celebrations coinciding at this time of the year. They are Chanukah, Christmas and Kwanza.

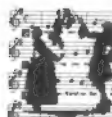


CHANUKAH which means dedication, is also the first war for religious freedom. It is an eight day Jewish holiday commemorating the rededication of the Temple of Jerusalem after its defilement in 165 B.C. by Antiochus IV of Syria.

When Antiochus became ruler of Syria, he decided that all of his subjects would live according to Greek ways. Previously, the Jews governed themselves and only had to pay taxes. The Jews resisted the conversion attempt and war ensued forcing them to leave Jerusalem.

On the 25th Day of Kislev (Jewish calendar) in 165 B.C. Judah of Maccabee defeated the Syrian Army and re-entered Jerusalem. They needed oil to rededicate the Temple and light the Holy Menorah, or candelabra. But only a very tiny container of oil was found, and while it did not seem to be enough to even last for one day, the menorah is said to have miraculously burned for eight days. For this reason Chanukah is also known as the "Festival of Lights."

Chanukah is celebrated today in Jewish homes by the lighting of a small menorah and reciting the blessings of thanks to God. Starting on the 24th of Kislev a new candle is lit (left to right) at each day at sundown with a shamash (a servant candle) until the eighth day when all eight candles and the shamash burn together. Also, each night gifts are exchanged, accompanied with song and food.

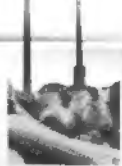


CHRISTMAS in the Christian Church, is the day on which the birth of Christ is celebrated. The event is observed by Western Christians on December 25th—For the Eastern Orthodox bodies, except the Greek Church, the festival is celebrated on January 6.

Historians have been unable to determine the exact month or day of the Nativity; there is no evidence to show that the day was observed either in the apostolic or early post-apostolic church.

St. Hippolytus in the 3rd century A.D., is believed to have been the first of the church fathers to have fixed the date as Dec. 25th. According to his computations there were exactly 33-years from the time of Christ's conception until his death and both events occurred on March 25—by calculating nine months from the announcement of the Incarnation to the Virgin Mary, he arrived at the date of Dec. 25th as Christ's birth.

Earlier, however, Hippolytus had favored January 2, and Clement of Alexandria set the date as May 20. It is believed that the fixing of the date was influenced by the fact that the Roman festival, Brumalia, fell on Dec. 25—this date follows immediately after the winter solstice and there was thought to be a particular appropriateness in identifying the birthday of the Son of Righteousness with a festival of the sun. In the early Middle Ages the clergy protested the connecting of a sacred day with a pagan observance, but the festival proved so popular that even the Protestant Reformation of the 16th century was not able to dislodge it, and today it has acceptance in all Christian countries.



KWANZA is a seven day ethnic celebration among Black American households that coincides with harvesting of crops in West Africa. It begins on December 26, and continues through January 1.

In America, the tradition is usually observed among small groups of friends who gather at a designated home or meeting place to light the seven red, black and green candles held in a Kinara and to reaffirm the seven principles of African heritage, known as the Nguzo Saba. In Swahili the seven principles and their meanings are: Umoja - unity, Kujichagulia - self-determination, Ujima - collective work and responsibility, Ujamaa - cooperative economics, Nia - purpose, Kuumba - creativity, and Imani - faith.

One of the seven principles is observed each night in conjunction with lighting a candle. The candles are placed on a table on top of a straw mat which represents the earth, and are surrounded by fruits, nuts and ears of corn symbolizing the traditional harvest. Each guest also brings food and spices that are shared with everyone.

Following the lighting of the candles, a unity cup filled with wine or fruit juice is passed of which everyone takes a sip, and then each person explains what personal meaning the principle being observed for that evening has to them. On the sixth day, December 31, the guests gather for a final feast to make pledges for the new year and to exchange homemade gifts. On the seventh day the remaining candle is lit, prayer is offered and all candles are burned through to the next day.



VICI Paints Police Academy's New Home

Eighteen young pre-apprenticeship painter trainees enrolled in the Ventures In Community Improvement (VICI) Program recently worked around the clock to paint and tile the new home of the Newark Police Academy Training Center, now located in the left wing of the Public Service Employment Program headquarter's at 1 Lincoln Ave.

Working under the supervision of three journeymen from the Painter's District Council #10, Al Mosley, Lawrence Anderson, and Jose Garcia, the young pre-apprenticeship painters completed their work in two and a half weeks, refurbishing over 7,000 square feet of walls, floors and ceilings.

URBAN COMMUNICATIONS ASSOCIATION OF NEW JERSEY (continued from page 3)

"The GED test is built around five components: *Language/Language usage*, which involves grammar, sentence structure, logic and organization and spelling; *Reading Skills*, which involves interpretation of practical reading, drama, poetry and prose; *Social Studies*, which involves interpretation of social studies readings and social studies knowledge; *Science*, which includes interpretation of scientific data, readings and general scientific information; *Math*, which includes basic arithmetic, algebra, geometry, interpretation of graphs, charts and tables.

At 2:30 on this particular day students in various groups took simulated GED tests. They are timed at the agency just as in the authentic test. Mr. Thomas stated that this is done to better prepare them for the actual test.

More and more training agencies are beginning to realize that disadvantaged urban residents (both

young and old) often do not know how to properly fill out an employment application. The agency is aware of this problem and readies its participants during its Career-Development sessions where they practice filling out standard employment applications.

Mustafa Khan, Technical Instructor, added: "Sign painting as a business is expanding. And, that through this expansion perhaps more positions will be available for the young apprentice."

And it is hoped that the coming year will be prosperous for the training program and their participants.

After lunch Academic Instruction begins. Mr. John Thomas, Chief Instructor, described the process whereby participants are trained to take the General Equivalency Diploma test administered at Essex County College throughout the year on an appointment basis.

WHO'S WHO

Carlton C. Lovett
PSEP's New Director
takes over the helm
at 1 Lincoln Ave.

See story on page 8



PSEP'S NEW DIRECTOR: CARLTON C. LOVETT

"Mayor Gibson made an interesting statement a few years ago when he said where ever the urban cities of America are going Newark is going to get there first. Likewise, I believe that statement is inclusive of the field of employment and training," said Carlton C. Lovett, the new director of Newark's Public Service Employment Program (PSEP).

"Currently, I am in the process of surveying the program and its operations. Newark has a good program, in fact it received the highest rating, eligible for immediate funding for all categories of its grant applications. What I hope I can do is use my experiences and training to work with my colleagues to help to make it a great program," Lovett added.

Lovett brings a wealth of experience to the Newark system. The Virginia Union University graduate possesses a Masters of Science Degree in Human Resources from the University of Utah and for 27 years has served in the New Jersey National Guard attaining the rank of Major and Battalion Training Officer.

In addition to his affiliation with the

National Association for the Advancement of Colored People (NAACP) and the National Association for Community Development, Lovett is also an Employment and Training consultant for Harambe, Incorporated which is a "Think Tank" headquartered in Washington, D.C. for the study of Black Lifestyles and Development.

A native of Jersey City, N.J., Lovett served nine years as Manpower Director for the Jersey City Department of Human Resources, and until August 1980, six years as Deputy Executive Director in charge of Operations for the Bergen County Community Action Program.

Prior to Lovett's appointment to the helm of Newark's PSEP, he worked intensively as a staff consultant to the New Jersey Prime Sponsor Directors Association, providing internal Prime Sponsor Assessment and giving technical assistance to Prime Sponsor staffs throughout the state.

Lovett spoke very frankly of why he wanted to work in Newark. He said, "I believe I can make a greater contribution here than I could in Bergen County. Bergen's employment

problems are totally different from a large urban center like Newark. There are simply less barriers to employment for the majority of residents in Bergen County, as compared to Newark which has lower economic mean and a vast population."

Another reason for Lovett wanting to work in Newark is to work with Harry L. Wheeler, Director of the Mayor's Office of Employment and Training, whom he refers to as one of the most knowledgeable and respected people in the field of employment and training.

In regard to PSEP, Lovett has made some early assessments of the PSEP jobs structure and has set some goals for improving the training and placement of the participants.

He noted, "We are going to expand the training opportunities in the public service jobs arena. Prior practice has people working in some jobs which did not develop for the participants certain skills that are transferable to private sector employment nor were the placements necessarily in line with the participants' career aspirations. Our objective will be to have the employment of every person working as a participant in the Public Service Employment Program tied to the participant's occupational or career ambitions. Where that is not possible, secondary training mechanism will be established through which participants can acquire marketable skills. Therefore, we will pare down on those jobs which do

not provide readily transferable skills."

Lovett went on to explain his concept of transferable skills. "It is not entirely necessary to be a typist, welder, bookkeeper, etc., to have transferable skills. For many entry level positions in the private sector, employers are often times not as concerned with a person's expertise as they are with an employee having good work habits and knowledge of the requirements and the demands of the labor market. When we receive request from subcontractors, we will be placing a strong emphasis upon the structure of the work environment as well as the job tasks which have to be performed.

For example, a person who is self motivated, has good work habits and a sound sense of organizational procedures is a good candidate for the numerous "management trainee" positions advertised daily," he said.

A former quarter miler in high school and college, Lovett spends most of his non-working hours with his wife, Gladys, and his 17 year-old son, Carlton II, and the N.J. National Guard.

"My life is rather uncomplicated outside of my work. I'll occasionally watch a track meet or football game and maybe play a game of chess, because I think of myself as a budding military strategist," he said with a smile. "But, between my family and the National Guard, there's not much time for anything else."

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